VITAL EDUCATIONAL STATISTICS

Volume II

Certificated Staff, Degrees, Experience, Age, Mobility and Non-Certificated Support Staff

1985-86

NEW JERSEY STATE DEPARTMENT OF EDUCATION

EDUCATIONAL STATISTICS
1985-86
VOLUME II

Saul Cooperman, Commissioner

Prepared under the direction of the
Division of Administration
R. Stephen Blaustein, Director

Office of Information Resources Management
Howard Bookin, Director
Francis Pinkowski

New Jersey State Department of Education
225 West State Street, CN 500 Trenton, New Jersey 08625-0500

PTM No. 600.10

STATE BOARD OF EDUCATION

John T. Klagholz, President	Seaside Park
James Jones, Vice President	Teaneck
S. David Brandt	Cherry Hill
Maud Dahme	Annandale
Betty A. Dean	East Orange
Mateo F. DeCardenas	Union City
Anne S. Dillman	Perth Amboy
Alice A. Holzapfel	Elizabeth
Robert H. Marik	Princeton
Nancy Schaenen	Madison
James M. Seabrook, Sr.	Bridgeton
Robert Woodruff	Elmer
Deborah P. Wolfe (Representing the State Department of Higher Education)	Cranford

Secretary
Saul Cooperman
Commissioner of Education

Ex-Officio
T. Edward Hollander
Chancellor of Higher Education

PREFACE

The 1985-86 edition of Vital Educational Statistics II is the twelfth in a series which began in 1974-75. The annual fall survey Certificated Staff Employed and Non-Certificated Staff Employed data collection instruments, supported with detailed illustrated instructions, were the source documents from which the data were aggregated for this publication.

THIS IS THE SECOND YEAR THAT THE REPORTED CERTIFICATED STAFF EMPLOYED DATA INCLUDES THE COUNT OF CLASSROOM TEACHERS ON APPROVED PAID LEAVES OF ABSENCE. IN PRIOR YEARS, THOSE TEACHERS WERE ONLY INCLUDED IN THE COUNT OF TEACHERS LEAVING FOR OFFICIAL LEAVES OF ABSENCE. THEREFORE, THE USERS OF THIS REPORT ARE CAUTIONED TO BE AWARE OF THIS CHANGE.

County data analysts reviewed the data from school districts before transmitting them to the State Department of Education. For a comprehensive overview of the condition of education it is recommended that both Volumes I & II be used as a set. Volume I contains school districts and school data, including enrollments, dropouts and graduates. Each of the sections contains narrative as well as data tables to accommodate reader and user preferences. The data in the Vital Educational Statistics series are descriptive and were designed to establish a core database to help in reporting on the condition of education in New Jersey. Hopefully, the data, when joined with other department data, will lead to insights with significant policy implications.

The back cover contains two evaluation forms on which users are invited to send comments or suggestions for improving the utility of the data.

ACKNOWLEDGEMENTS

We want to especially recognize the efforts of the district data analysts who supplied the data and the following county data analysts who organized workshops and coordinated the distribution, collection and editing of the instruments at the county level: Ira B. Helfgott, Atlantic and Ocean; Armand Palazzi, Bergen; Linda Chamberlain, Burlington; Joseph Corcoran, Camden; Kenneth Fetter, Cape May and Cumberland; Teddy Sanchez and Dariel Haythe, Essex; Kathleen Carfango, Gloucester; James Hughes, Hudson; Willa L. Cwik, Hunterdon; Mary Ann Peifly, Mercer; John Nemeth, Middlesex; Edward A. Miklus, Monmouth; Joan Ogilve, Morris; John Zeug, Passaic; John Harris, Salem; Sal Abitanta, Somerset; Joseph Padden, Sussex and Warren; Jack Stasi, Union.

Office of Information Resources Management staff, Suzanne Carr, Donna Ciccone and Barbara Molnar responsible for editing the instruments and tables contained in this publication were supervised by Terri Bolla and Elaine Ailey. The typing was done by Arnethia Flim.

Randy Heritage and the Department of Education computer programming staff developed the many computer runs required to produce the reports generated in support of this publication.

The cover was designed by Debbi Csogi, the graphics artist for the Central Services Unit. This volume was edited by Richard Vespucci, publications editor for the Department of Education.

TABLE OF CONTENTS

		Page
Preface		iii
Acknowledgements		iv
Introduction		1
Certificated Staff Information		4
Table		
I	Full-Time and Part-Time Staff Employed in the Public Schools of New Jersey by County and Major Assignment Category	12
II	Full-Time and Part-Time Certificated Staff Assigned System-wide by Major Position Assignment Category and County	13
III	Full-Time and Part-Time Certificated Staff Assigned to Elementary Schools by Major Position Assignment Category and County	14
IV	Full-Time and Part-Time Certificated Staff Assigned to Secondary Schools by Major Position Assignment Category and County	15
V	Sex, Highest Degree Held and Certificate Held by Administrators and Supervisors Employed in the Public School of New Jersey by County	16
VI	Sex, Highest Degree Held and Certificates Held by Classroom Teachers Employed in the Public Schools of New Jersey by County	17
VII	Sex, Highest Degree Held and Certificate Held by Educational Support Services Personnel Employed in the Public Schools of New Jersey by County	18
VIII	Racial/Ethnic Distribution of Full-Time Administrators and Supervisors Employed in New Jersey Public School Districts by County	19
IX	Racial/Ethnic Distribution of Full-Time Classroom Teachers Employed in New Jersey Public School Districts by County	20
X	Racial/Ethnic Distribution of Full-Time Educational Support Services Personnel Employed in New Jersey Public School Districts by County	21

XI Age Distribution: Administrators and Supervisors, New Jersey Public School Districts by County..... 22

XII Age Distribution: Classroom Teachers, New Jersey Public School Districts by County..... 23

XIII Age Distribution: Educational Support Services Personnel, New Jersey Public School Districts by County..... 24

XIV Total Public Educational Experience of Administrators and Supervisors, by County..... 25

XV Total Public Educational Experience of Classroom Teachers, by County..... 26

XVI Total Public Educational Experience of Educational Support Services Personnel by County..... 27

XVII Certificated Personnel Entering and Leaving New Jersey Public Schools by County and Postion.... 28

XVIII Number of Full-Time Classroom Teacher Employed by Position (Subject) Assignment for School Year 1985-86..... 29

XIX Number of Full-Time Beginning and Reentering Classroom Teachers by Position (Subject) Assignment for School Year 1985-86..... 30

XX Number of Full-Time Classroom Teacher Separations During School Year 1984-85 and Summer of 1985 31

Non-Certificated Staff Information..... 32

XXI Full-Time, Part-Time Including New Hires Non-Certificated Support Services Staff By Assignment, Racial/Ethnic Distribution and Sex..... 34

XXII Full-Time Non-Certificated Support Services Staff Employed By County, Assignment and Sex..... 35

XXIII Racial/Ethnic Distribution and Sex By County of Full-Time Non-Certificated Support Services Staff Employed..... 36

Glossary..... 37

Survey Instruments from Fall Survey 1985-86..... 39

Certificated Staff Employed..... 40

Non-Certificated Support Services Personnel Employed..... 41

INTRODUCTION

This introduction provides trend characteristics of the full-time certificated and non-certificated staff employed in the public elementary and secondary schools of New Jersey between 1981-82 and 1985-86. The data reported are of the last school day in September in each of the respective school years. Between 1981-82 and 1985-86, there was a decrease of 46 in the number of certificated staff employed or one half of one percent of the staff that was employed in 1981-82. Full-time non-certificated staff increased by 930 positions--an increase of 2.2% percent.

STAFF TRENDS IN NEW JERSEY EDUCATION
1980-81 TO 1984-85

Certificated Staff Characteristics	Selected School Years 1981-82	1982-83	1983-84	1984-85	1985-86	Percent Change for Period
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Full-Time Staff						
Administrators	7,150	7,114	7,219	7,325	7,500	+4.9
Classroom Teachers	75,231	74,303	73,593	73,774	74,236	-1.3
Educ. Support Serv.	12,322	12,270	12,267	12,537	12,921	+4.9
Total	94,703	93,687	93,079	93,636	94,657	-00.05
Racial/Ethnic Distribution						
White	84,370	83,146	82,287	82,579	83,325	-1.4
Black	8,680	8,811	8,953	9,093	9.271	+6.8
Hispanic	1,371	1,437	1,555	1,655	1,719	+25.4
Other	282	293	284	309	342	+21.3
Total	94,703	93,687	93,079	93,636	94.657	-00.05
Degrees Held						
None	1,271	1,185	1,132	1,083	1,012	-20.4
Bachelors	53,108	51,522	50,442	50,253	51.032	-3.9
Masters	38,884	39,430	39,875	40,364	40,782	+4.9
Doctorates	1,235	1,345	1,432	1,752	1,672	+35.4
Other	205	205	198	184	159	-22.4
Total	94,703	93,687	93,079	93,636	94,657	-00.05

STAFFING TRENDS IN NEW JERSEY EDUCATION
1981-82 TO 1985-86

Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1981-82	1982-83	1983-84	1984-85	1985-86	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Certificates Held						
Regular	93,287	92,387	91,836	92,274	93,301	-00.02
Provisional	532	533	491	525	492	-7.5
Emergency	448	408	409	492	524	+16.9
Other	436	359	343	345	340	-22.0
Total	94,703	93,687	93,079	93,636	94,657	-00.05

Non-Certificated Staff Characteristics	Selected School Years					Percent Change for Period
	1981-82	1982-83	1983-84	1984-85	1985-86	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Full-Time Non-Certificated Staff	42,051	42,077	41,591	41,780	42,981	+2.2
Racial/Ethnic Distribution						
White	34,191	33,931	33,408	33,137	33,514	-2.0
Black	6,724	6,905	6,901	7,182	7,687	+14.3
Hispanic	1,029	1,136	1,154	1,315	1,591	+54.6
Other	108	105	128	146	189	+74.1

CHANGING STAFF PROFILES

* The full-time certificated staff employed is increasing in median age, becoming more experienced and showing a higher level of preparation in the form of advanced degrees. The median age of the classroom teacher in 1985-86 was 39.9 years with 13.3 years the median educational experience. In 1981, the classroom teacher median age was 37.1 years with a median educational experience of 10.9 years.

* The teachers make up 78.4% of the total full-time certificated staff with educational support services personnel accounting for 13.7% and administrators/supervisors 7.9%. Since 1981-82, the percentages of the administrators/supervisors and educational support personnel of the total certificated staff increased by .5 of 1% from 7.4% to 7.9% and by .5 of 1% from 13.2% to 13.7% respectively.

* There was an increase in the number of minorities employed in full-time certificated staff positions. Minorities increased from 9.4% of the full-time administrators/supervisors certificated staff in 1980 to 11.1% in 1985. Likewise, minority classroom teacher certificated staff increased from 11.0% in 1980 to 12.2% in 1985 and minority educational support services personnel increased from 10.2% to 11.6% over the same period.

* The trend from 1980-81 to 1984-85 shows a decrease in the male and an increase in the female full-time certificated staff. In 1980-81, males accounted for 37.6% and females 62.4% of the total full-time certificated staff. In 1985-86, males represented thirty-five percent (35%) of the total full-time certificated staff and females accounted for sixty-five percent (65%).

* The full-time non-certificated staff positions increased by 2.2% (930 positions) between 1981-82 and 1985-86. Between these two school years, the number of minorities employed increased by 3.4% from 18.7% in 1981 to 22.1% in 1985.

SECTION I

CERTIFICATED STAFF INFORMATION

CERTIFICATED STAFF INFORMATION

This section contains twenty (20) tables which show the current status of the certificated staff employed full and part-time in the public elementary and secondary schools in New Jersey. For the purposes of reporting, the certificated staff is divided into three categories that generically define the major assignments or positions in education. The categories are: administrators/supervisors, classroom teachers, and educational support services personnel. The tables report the staff in these categories by location of assignment (system-wide or central office, elementary and secondary), sex, racial/ethnicity, age, experience, level of academic preparation, type certification and mobility (entering and leaving).

TABLE I: FULL-TIME AND PART-TIME CERTIFICATED STAFF EMPLOYED BY COUNTY AND MAJOR ASSIGNMENT. This is the basic table in this series. On September 30, 1985, there were 94,657 full-time certificated staff members employed in the public schools of New Jersey. This was 1,021 more staff members than were reported on September 28, 1984. Between 1984 and 1985, the number of administrators and supervisors increased by 175, the number of classroom teachers by 462 and the number of educational support service personnel by 384.

The number of part-time certificated staff increased by 144 from 4,040 in 1984 to 4,184 in 1985. Of the part-time certificated staff, 54.1% or 2,262 were classroom teachers, 46.5% or 1,905 were educational support service personnel and 17 or 0.4% were administrators/supervisors.

TABLE II: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED SYSTEM-WIDE BY MAJOR POSITION ASSIGNMENT AND COUNTY. Certificated staff in this category refers to those individuals who are employed in the district central office and/or are itinerant with an assignment that covers two or more schools. Of the 94,657 full-time certificated staff, 10,551 or 11.1% were reported in system-wide positions and of these positions the highest percentage, 40.7% or 4,298, were in the educational support services personnel category. The second highest percentage, 37.0% or 3,903 were reported in the category classroom teacher and the remaining 22.3 or 2,350 were administrators/supervisors.

Of the 1,330 part-time certificated staff in system-wide positions, 63.9% or 850 were in support services positions and 35.6% or 473 were classroom teachers with the remainder, less than 1%, in administration/supervision.

TABLE III: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 52.6% or 49,765 of the total 94,657 full-time certificated staff and 51.2% or 2,141 of the total 4,184 part-time certificated staff are assigned to the elementary schools. The 2,340 full-time administrators/supervisors reported in elementary school positions represent 31.2% of the total 7,500 administrators/supervisors; of the 74,236 reported classroom teachers, 57.6% or 42,777 were elementary teachers; and 35.9% or 4,648 of the 12,921 full-time certificated educational support services personnel were in elementary schools.

Of the total full-time certificated elementary staff, 4.7% are administrators/supervisors, 86.0% are classroom teachers and 9.3% are educational support services personnel. The above percentages have been stable over the past five years with no significant changes.

The total number of full-time certificated elementary staff increased for the second year. From 1984 to 1985 there was an increase of 1,030 in the staff with the largest number, 779, being in the classroom teachers category. Educational support services showed an increase of 304 and administrators/supervisors increased by 47. The part-time elementary certificated staff increased by 4 from 2,137 in 1984-85 to 2,141 in 1985-86.

TABLE IV: FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY SCHOOLS BY MAJOR POSITION ASSIGNMENT AND COUNTY. This table shows that 36.3% or 34,341 of the total full-time certificated staff and 17.0% or 713 of the total part-time certificated staff are employed in the secondary schools. Of the 34,341 full-time certificated staff, 8.2% or 2,810 were administrators/supervisors. The 27,556 classroom teachers represent 80.2% of the full-time certificated secondary staff and the 3,975 educational support services personnel represent 11.6%. The 27,556 classroom teachers were a decrease of 204 from the 27,760 reported in 1984 and the 3,975 educational support services personnel were an increase of 13 over the 3,962 reported in 1984.

The number of part-time certificated staff in secondary schools increased in classroom teaching and educational support services positions. Classroom teachers increased by 90 from 451 to 541 in 1985; and educational support services personnel increased by 11 from 160 in 1984 to 171 in 1985.

TABLE V: SEX, HIGHEST DEGREE AND CERTIFICATE HELD BY ADMINISTRATORS AND SUPERVISORS BY COUNTY. This is the first of three (3) tables which show the sex, academic degree, and certificates of the full-time certificated staff in the public schools by major position assignment.

Approximately 76.8% or 5,761 of the administrators/supervisors are male and 23.2% or 1,739 are female. Between 1981-82 and 1985-86 the number of female administrators/supervisors increased from 1,425 to 1,739, an increase of 314 or 22.1%. The number of males in administrator and supervisor positions in this period increased by 36 from 5,725 to 5,761.

The degree status of administrators and supervisors improved between 1981-82 and 1985-86. The number of no degrees reported in 1981-82 was 45 while in 1985-86 it was 25, a decrease of 20 or 44.0%. Administrators and supervisors holding bachelor's degrees decreased by 52; from 349 in 1981-82 to 297 in 1985-86. On the other hand, the number holding the master's degree increased from 6,068 to 6,301. There was an increase of 30.5% from 643 to 839 in the number holding the doctorate degree in the five-year period and 99.7% of the total administrators and supervisors held regular certificates in 1985-86.

TABLE VI: SEX, HIGHEST DEGREE AND CERTIFICATES HELD BY CLASSROOM TEACHERS BY COUNTY. This table shows the status of classroom teachers and follows a trend similar to that reported for administrators and supervisors. In this category, 67.5% or 50,096 of the 74,236 reported full-time classroom teachers are female and 32.5% are male. Between 1981-82 and 1985-86, male classroom teachers decreased by 2,369 and female classroom teachers increased by 1,374. Thus the percentage of females in this period increased from 64.8% of the total in 1981 to 67.5% in 1985 and the percentage of males decreased from 35.2% to 32.5%. When the sex composition of the total 1985-86 full-time certificated staff reported is compared to 1981, the male classroom teacher's category shows a decrease. In 1981, male classroom teachers represented 28.0% of the total 94,703 reported full-time certificated staff and in 1985, the male classroom teacher represented 25.5% of the total 94,657 full-time certificated staff.

The degree status of classroom teachers parallels the administrators/supervisors. Whereas the percentage of full-time certificated classroom teachers holding bachelor's degrees decreased from 64.5% in 1981 to 62.4% in 1985, the percentage having master's degrees increased from 33.8% in 1981 to 35.8% in 1985. The number holding doctorates increased by 142 from 332 in 1981 to 474 in 1985. 98.5% of the full-time certificated classroom teachers held a regular certificate.

TABLE VII: SEX, HIGHEST DEGREE AND CERTIFICATES HELD BY EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. This table shows the status of the full-time certificated educational support services personnel.

Of the 12,921 reported educational support services personnel, 9,647 or 74.7% are female and 25.3% male. The percentage of males decreased 0.2% from 25.5% of the educational support services personnel in 1981 to 25.3% in 1985.

The degree status of the full-time certificated educational support services personnel follows the trend of decreasing none and bachelor's degrees while increases are shown in master's and doctoral degrees. There was a decrease of 104 from the 315 no degrees reported in 1981 to 211 in 1985. Whereas the percentage of full-time certificated educational support services personnel holding bachelor's degrees decreased from 34.5% in 1981 to 33.9% in 1985, the percentage holding master's degrees increased from 60.6% in 1981 to 61.6% in 1985. The number holding doctorates increased by 99, from 260 in 1981 to 359 in 1985, an increase of 38.0%.

Of the 12,921 full-time certificated educational support services personnel, 12,705 or 98.3% held regular certificates.

TABLE VIII: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED ADMINISTRATORS AND SUPERVISORS BY COUNTY. This is the first of three tables showing the racial/ethnic distribution of full-time certificated staff. Of the administrators and supervisors serving full-time, 6,666 (88.9%) were white, 741 (9.9%) were black and 85 (1.1% were Hispanic. The number of minority staff members in administrator/supervisor positions

continued to increase with the number of black administrators/supervisors increasing from 618 in 1981 to 741 in 1985 and Hispanic from 62 in 1981 to 85 in 1985.

TABLE IX: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED CLASSROOM TEACHERS BY COUNTY. The minority full-time certificated classroom teachers increased in 1985. Of the 74,236 reported classroom teachers, 65,242 (87.9%) were white; 7,286 (9.8%(were black; 1,424 (1.9%) were Hispanic; and 284 (0.3%) were American Indian/Alaskan Native, Asian or Pacific Islander. The percentage of white and American Indian/Alaskan Native, Asian or Pacific Islander was the same as in 1981-82 but there was a increase of 51 positions for these groups from 233 to 284.

TABLE X: RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CERTIFICATED EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. Of the 12,921 reported educational support services staff, 11,417 (88.4%) were white; 1,244 (9.6%) were black; 210 (1.6%) were Hispanic; and 50 (0.3%) were American Indian/Alaskan Native Asian or Pacific Islander. The numbers of all racial/ethnic groups increased from 1981 to 1985.

TABLE XI: AGE DISTRIBUTION ADMINISTRATORS AND SUPERVISORS BY COUNTY. This is the first of three tables which show the distribution of the full-time certificated staff by position and age. The administrators/supervisors 48.0 years median age in 1985-86 is the highest of the three reported classifications and is an increase of 2.4 years over the median age of 46.4 that was reported in 1981. Of the 7,500 administrators/supervisors, 60.0% or 4,500 are between the ages of 42 and 57 years and 25.6% or 1,917 are younger than 41 years old.

TABLE XII: AGE DISTRIBUTION CLASSROOM TEACHERS BY COUNTY. As the administrators and supervisors group represented the oldest of the three position assignments, the classroom teachers represent the youngest with a median age of 39.9 years. Of the 74,236 full-time certificated classroom teachers, 39,692 or 53.5% are between the ages of 26 and 41 years. There are 4,936 or 6.6% who are 58 years and over. The classroom teachers median age increased by 2.8 years from the 1981 median of 37.1 to 39.9 years in 1985.

TABLE XIII: AGE DISTRIBUTION EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The median age of the full-time certificated educational support services personnel was 44.4 years. In this category of 12,921 full-time certificated staff, 5,311 or 41.1% are between 18 and 41 years of age and 5,946 or 46.0% are between the ages of 41 and 57. Educational support services personnel median age increased by 1.4 years from 1981 when the median age was 43 years.

When the total certificated staff is viewed, Essex and Union counties would appear to staff the oldest in terms of median year and the youngest staffs would appear to be in Hunterdon, Salem and Sussex counties.

TABLE XIV: TOTAL EDUCATIONAL EXPERIENCE OF ADMINISTRATORS/SUPERVISORS BY COUNTY. This is the first of three tables which show the distribution of the full-time certificated staff by position and years of experience.

The increasing degree status and median age for the administrators/supervisors full-time certificated staff is reflected in years of experience. The median year of experience in education for the administrators/supervisors in

1985 was 22.0 years--an increase of 1.8 years from the median of 20.4 years in 1981. Of the 7,500 full-time certificated staff in this category 4,859 or 64.9% fell between the range of 15 and 29 years of educational experience. Of the total administrators/supervisors, 380 or 5.1% had fewer than 10 years of experience.

The administrators/supervisors category has the highest median age, has the highest percentage of higher degrees held and has more years of experience in education than either the classroom teachers or the educational support services personnel.

TABLE XV: TOTAL EDUCATION EXPERIENCE OF CLASSROOM TEACHERS BY COUNTY. The teachers' median years of experience have increased from 1981 by 2.6 years to 13.3 years in 1985. Of the 74,236 full-time certificated classroom teachers, 14.2% or 10,562 had fewer than five (5) years of experience and 3.1% or 2,284 were in their first year. 3.2% or 2,373 had more than 29 years of experience. The data show that the median age of teachers has increased. They hold higher degrees and have more experience.

TABLE XVI: TOTAL EDUCATIONAL EXPERIENCE OF EDUCATIONAL SUPPORT SERVICES PERSONNEL BY COUNTY. The full-time certificated staff median years of experience increased by 2.0 years from the median of 12.2 years in 1981 to 14.2 in 1985. Of the 12,921 full-time certificated educational support services personnel, 1,577 or 12.2% had fewer than five (5) years of experience and 605 or 4.7% had more than 29 years of experience.

TABLE XVII: CERTIFICATED PERSONNEL ENTERING AND LEAVING BY MAJOR POSITION ASSIGNMENT AND COUNTY. The table summarizes the mobility of the full-time certificated staff into and out of the public schools of New Jersey. It is a count of certificated individuals who were reported in a position in a school on September 28, 1984 but were not in that school on September 30, 1985 (Leaving). Entering is the count of those individuals who were not reported in a school on September 28, 1984 but held a position in that school on September 30, 1985 (Entering). Twenty-one (21) reasons have been coded for entering and for leaving to provide users with data to study the supply and demand of certificated staff in the public schools of New Jersey.

The statewide data, for the second time in a decade, show more certificated staff entering than leaving. In the 1985-86 school year, the entering rate was 13.0% (approximately 13 full-time certificated staff per 100 employed). The statewide leaving rate was 12.0% (approximately 12 full-time certificated staff per 100 employed). Previous to this year, the entering and leaving rates of certificated staff were lowest during the 1983-84 school year, when the entering rate was 13.0 full-time certificated staff per 100 employed and the leaving rate 12.5 per 100 staff employed.

Whereas the entering rate exceeded the leaving rate in only seven (7) counties in 1983-84, there were seventeen (17) counties in 1984-85 in which the entry rate exceeded the leaving rate and one county in which the numbers leaving and entering were equal.

TABLE XVIII: NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY SUBJECT AND COUNTY. Of the 74,236 full-time classroom teachers employed, 36.5% were elementary teachers and 63.5% were in fields which required specialized endorsements to the instructional certificates.

Of those 63.5% or 47,160 teachers, 34,099 or approximately 72.0% were employed in the following six fields:

1. English..... 17.2%
2. Special Education..... 16.5%
3. Health & Physical Education.... 11.3%
4. Mathematics..... 10.5%
5. Science..... 8.4%
6. Social Studies..... 8.3%

Approximately 21.7% were divided among: music (5.3), foreign languages (4.4), indiustrial arts (4.0), art (4.0), and business (4.1).

TABLE XIX: NUMBER OF FULL-TIME BEGINNING AND RE-ENTERING TEACHERS BY SUBJECT AND COUNTY. Of the 10,241 reported entering teachers, 38.2% or 3,913 were either beginning or "reentering" (returning to the classroom after leaves of absences or other employment) teachers. Of these 3,913 teachers, approximately 81.0% wre either elementary (32.3%) or teachers in the following fields.

1.	Special Education	19.5%
2.	English	10.8%
3.	Mathematics	6.8%
4.	Science	5.8%
5.	Health & Physical Ed.	5.2%

The remainder of these teachers were distributed among the disciplines as follows:

1. 7.8% were divided among art, foreign languages and music.
2. 6.5% were divided between social studies and vocational.
3. 4.6% were divided among business, home economics and industrial arts.

TABLE XX: NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS BY COUNTY. There were 3,312 teachers or 34.6% of the reported 9,562 leaving teachers who left classroom duties during the 1984-85 school year.

Approximately seventy-six percent (76.3%) of these 3,312 classroom teachers were either elementary (28.5%) or teachers from the following fields:

1.	Special Education	11.6%
2.	English	11.5%
3.	Mathematics	7.9%
4.	Science	6.1%
5.	Health & Physical Ed.	5.6%
6.	Social Studies	4.8%

The remaining twenty-four percent (24.0%) of these teachers were divided among art (2.3), business (3.4), foreign languages (3.8), industrial arts (3.8), vocational (3.6), and home economics (2.5) and (4.0) were full-time music teachers.

Comparison of Certificated Staff Mobility
1980-81 and 1985-86*

Category	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86
Administrators/Supervisors						
Entering	810	803	706	669	791	825
Leaving	937	953	820	767	860	872
Classroom Teachers						
Entering	11,315	11,310	9,860	9,380	10,170	10,241
Leaving	12,049	12,527	10,811	9,893	9,596	9,562
Educational Support Services						
Entering	2,170	1,876	1,643	1,667	1,710	1,937
Leaving	2,100	2,179	1,790	1,710	1,600	1,616
Total Certificated Staff						
Entering	14,295	13,989	12,209	11,716	12,671	13,003
Leaving	15,086	15,659	13,421	12,370	12,056	12,053

*These data are for the school year preceding the report year.

TABLE I

FULL–TIME AND PART–TIME STAFF EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY AND MAJOR ASSIGNMENT CATEGORY SEPTEMBER 30, 1985

COUNTY	CERTIFICATED STAFF						TOTAL		Percent of Total Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services					
	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	210	1	1,979	46	342	38	2,531	85	2.7	2.0
Bergen	873	4	7,381	333	1,268	252	9,522	589	10.1	14.1
Burlington	352		3,969	122	563	113	4,884	235	5.2	5.6
Camden	475	1	4,971	84	857	128	6,303	213	6.7	5.1
Cape May	81		844	26	170	24	1,095	50	1.2	1.2
Cumberland	147		1,535	43	277	20	1,959	63	2.1	1.5
Essex	886		7,999	91	1,498	117	10,383	208	11.0	5.0
Gloucester	200	3	2,266	61	379	72	2,845	136	3.0	3.3
Hudson	428		4,729	15	891	11	6,048	26	6.4	0.6
Hunterdon	115		1,075	95	170	83	1,360	178	1.4	4.3
Mercer	294	1	2,965	107	594	151	3,853	259	4.1	6.2
Middlesex	577	2	5,942	186	1,036	99	7,555	287	8.0	6.9
Monmouth	606		5,709	237	880	183	7,195	420	7.6	10.0
Morris	480	1	4,558	236	798	166	5,836	403	6.2	9.6
Ocean	333		3,761	91	646	54	4,740	145	5.0	3.5
Passaic	373		4,360	105	734	60	5,467	165	5.8	3.9
Salem	75		800	25	128	41	1,003	66	1.1	1.6
Somerset	240		2,196	129	359	57	2,795	186	3.0	4.4
Sussex	148		1,565	72	262	62	1,975	134	2.1	3.2
Union	516	2	4,645	95	903	96	6,064	193	6.4	4.6
Warren	91	2	987	63	166	78	1,244	143	1.3	3.4
TOTAL	7,500	17	74,236	2,262	12,921	1,905	94,657	4,184	100.0	100.0
PERCENT	7.9	0.4	78.4	54.1	13.7	45.5				

TABLE II

FULL–TIME AND PART–TIME CERTIFICATED STAFF ASSIGNED SYSTEM–WIDE BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 30, 1985

COUNTY	MAJOR SYSTEM–WIDE ASSIGNMENT CATEGORY						TOTAL SYSTEM–WIDE CERTIFICATED STAFF		Percent of Total System-Wide Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services					
	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME	FULL–TIME	PART–TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	74		111	12	141	19	326	31	3.1	2.3
Bergen	260	1	520	72	483	100	1,263	173	12.0	13.0
Burlington	115		190	24	162	41	467	65	4.4	4.9
Camden	171		220	30	265	57	656	87	6.2	6.5
Cape May	21		9	3	38	4	68	7	0.6	0.5
Cumberland	45		69	6	90	6	204	12	1.9	0.9
Essex	279		407	34	638	66	1,324	100	12.5	7.5
Gloucester	55		95	5	130	26	280	31	2.7	2.3
Hudson	133		229	4	244	6	606	10	5.7	0.8
Hunterdon	19		30	7	27	13	76	20	0.7	1.5
Mercer	112	1	143	28	242	123	497	152	4.7	11.4
Middlesex	197	2	387	27	329	61	913	90	8.7	6.8
Monmouth	182		275	78	281	56	738	134	7.0	10.1
Morris	152	1	217	52	247	78	616	131	5.8	9.8
Ocean	101		103	5	154	16	358	21	3.4	1.6
Passaic	103		288	16	265	41	656	57	6.2	4.3
Salem	21		54	7	42	12	117	19	1.1	1.4
Somerset	88		160	16	113	20	361	36	3.4	2.7
Sussex	27		27	6	43	8	97	14	0.9	1.1
Union	174	1	332	31	324	72	830	104	7.9	7.8
Warren	21	1	37	10	40	25	98	36	0.9	2.7
TOTAL	2,350	7	3,903	473	4,298	850	10,551	1,330	100.0	100.0
Percent of State-wide Certificated Staff	22.3	0.5	37.0	35.6	40.7	63.9	100.0	100.0		

TABLE III

FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO ELEMENTARY SCHOOLS BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY

SEPTEMBER 30, 1985

COUNTY	MAJOR ELEMENTARY SCHOOL ASSIGNMENT CATEGORY						TOTAL ELEMENTARY CERTIFICATED STAFF		Percent of Total Elementary Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services					
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	55	1	1,255	26	124	17	1,434	44	2.9	2.1
Bergen	242	3	3,890	157	374	116	4,506	276	9.1	12.9
Burlington	122		2,317	82	226	70	2,665	152	5.4	7.1
Camden	151	1	2,928	41	305	63	3,384	105	6.8	4.9
Cape May	28		522	22	89	20	639	42	1.3	2.0
Cumberland	50		936	35	123	13	1,109	48	2.2	2.2
Essex	307		4,835	30	456	36	5,598	66	11.2	3.1
Gloucester	59	3	1,159	46	119	35	1,337	84	2.7	3.9
Hudson	152		2,926	8	399	5	3,477	13	7.0	0.6
Hunterdon	41		682	74	81	59	804	133	1.6	6.2
Mercer	92		1,507	50	161	27	1,760	77	3.5	3.6
Middlesex	156		3,217	110	330	27	3,703	137	7.4	6.4
Monmouth	159		3,259	109	314	94	3,732	203	7.5	9.5
Morris	148		2,696	132	329	79	3,173	211	6.4	9.9
Ocean	132		2,321	67	322	35	2,775	102	5.6	4.8
Passaic	142		2,697	56	234	15	3,073	71	6.2	3.3
Salem	24		474	12	52	29	550	41	1.1	1.9
Somerset	59		1,119	68	116	27	1,294	95	2.6	4.4
Sussex	48		975	51	135	48	1,158	99	2.3	4.6
Union	140	1	2,500	32	283	22	2,923	55	5.9	2.6
Warren	33		562	40	76	47	671	87	1.3	4.1
TOTAL	2,340	9	42,777	1,248	4,648	884	49,765	2,141	100.0	100.0
Percent of Elementary Certificated Staff	4.7	0.4	86	58.3	9.3	41.3	100.0	100.0		

TABLE IV
FULL-TIME AND PART-TIME CERTIFICATED STAFF ASSIGNED TO SECONDARY SCHOOLS BY MAJOR POSITION ASSIGNMENT CATEGORY AND COUNTY
SEPTEMBER 30, 1985

COUNTY	MAJOR SECONDARY SCHOOL ASSIGNMENT CATEGORY						TOTAL SECONDARY CERTIFICATED STAFF		Percent of Total Secondary Certificated Staff	
	Administrators and Supervisors		Classroom Teachers		Educational Support Services					
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Atlantic	81		613	8	77	2	771	10	2.2	1.4
Bergen	371		2,971	104	411	36	3,753	140	10.9	19.6
Burlington	115		1,462	16	175	2	1,752	18	5.1	2.5
Camden	153		1,823	13	287	8	2,263	21	6.6	2.9
Cape May	32		313	1	43		388	1	1.1	0.1
Cumberland	52		530	2	64	1	646	3	1.9	0.4
Essex	300		2,757	27	404	15	3,461	42	10.1	5.9
Gloucester	86		1,012	10	130	11	1,228	21	3.6	2.9
Hudson	143		1,574	3	248		1,965	3	5.7	0.4
Hunterdon	55		363	14	62	11	480	25	1.4	3.5
Mercer	90		1,315	29	191	1	1,596	30	4.6	4.2
Middlesex	224		2,338	49	377	11	2,939	60	8.6	8.4
Monmouth	265		2,175	50	285	33	2,725	83	7.9	11.6
Morris	180		1,645	52	222	9	2,047	61	6.0	8.6
Ocean	100		1,337	19	170	3	1,607	22	4.7	3.1
Passaic	128		1,375	33	235	4	1,738	37	5.1	5.2
Salem	30		272	6	34		336	6	1.0	0.8
Somerset	93		917	45	130	10	1,140	55	3.3	7.7
Sussex	73		563	15	84	6	720	21	2.1	2.9
Union	202		1,813	32	296	2	2,311	34	6.7	4.8
Warren	37	1	388	13	50	6	475	20	1.4	2.8
TOTAL	2,810	1	27,556	541	3,975	171	34,341	713	100.0	100.0
Percent of Secondary Certificated Staff	8.2	0.1	80.2	75.9	11.6	24	100.0	100.0		

TABLE V

SEX, HIGHEST DEGREE HELD AND CERTIFICATE HELD BY ADMINISTRATORS AND SUPERVISORS EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY

SEPTEMBER 30, 1985

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATE HELD						
	Number	Percent	Number	Percent		None	Bachelors	Masters	Doctors	Other	Regular	Provisional	Emergency	Temporary	Intern	Part-time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	173	82.4	37	17.6	210	1	14	171	24		209						1
Bergen	714	81.8	159	18.2	873	4	21	733	105	10	868	1					4
Burlington	273	77.6	79	22.4	352	2	15	295	40		352						
Camden	361	76.0	114	24.0	475	3	41	388	42	1	475						
Cape May	67	82.7	14	17.3	81	1	4	69	6	1	81						
Cumberland	107	72.8	40	27.2	147	2	2	133	9	1	147						
Essex	596	67.3	290	32.7	886	1	33	674	177	1	880	1		1			4
Gloucester	166	83.0	34	17.0	200	1	7	171	21		200						
Hudson	298	69.6	130	30.4	428	1	28	379	18	2	424						4
Hunterdon	97	84.3	18	15.7	115		3	98	13	1	115						
Mercer	215	73.1	79	26.9	294		13	246	33	2	294						
Middlesex	460	79.7	117	20.3	577	1	16	480	71	9	575						2
Monmouth	461	76.1	145	23.9	606	4	27	517	57	1	606						
Morris	398	82.9	82	17.1	480	2	12	419	47		479						1
Ocean	263	79.0	70	21.0	333		8	305	20		332	1					
Passaic	266	71.3	107	28.7	373	1	15	330	23	4	372	1					
Salem	62	82.7	13	17.3	75		4	58	13		75						
Somerset	199	82.9	41	17.1	240		9	183	46	2	240						
Sussex	129	87.2	19	12.8	148		7	124	16	1	148						
Union	376	72.9	140	27.1	516	1	12	448	53	2	515						1
Warren	80	87.9	11	12.1	91		6	80	5		90						1
TOTAL	5,761	76.8	1,739	23.2	7,500	25	297	6,301	839	38	7,477	4		1			18
					Percent	0.3	4.0	84.0	11.2	0.5	99.7	0.1		0.0			0.2

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE VI
SEX, HIGHEST DEGREE HELD AND CERTIFICATE HELD BY CLASSROOM TEACHERS EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY

SEPTEMBER 30, 1985

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATE HELD						
	Number	Percent	Number	Percent		None	Bache-lors	Masters	Doctors	Other	Regular	Provis-ional	Emer-gency	Tem-porary	Intern	Part-time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	611	30.9	1,368	69.1	1,979	23	1,575	378	3		1,952	11	14	2			
Bergen	2,650	35.9	4,731	64.1	7,381	61	3,304	3,949	64	3	7,292	35	25	3	2		24
Burlington	1,345	33.9	2,624	66.1	3,969	29	2,752	1,169	18	1	3,938	1	14				16
Camden	1,636	32.9	3,335	67.1	4,971	85	3,539	1,316	22	9	4,890	11	46	3			21
Cape May	294	34.8	550	65.2	844	21	633	189	1		822	1	18	1			2
Cumberland	473	30.8	1,062	69.2	1,535	28	1,186	314	6	1	1,508	6	18				3
Essex	2,467	30.8	5,532	69.2	7,999	65	4,781	3,003	148	2	7,729	145	74	6	1		44
Gloucester	784	34.6	1,482	65.4	2,266	24	1,723	512	6	1	2,248	1	13	2			2
Hudson	1,400	29.6	3,329	70.4	4,729	66	3,139	1,500	17	7	4,664	36	25				4
Hunterdon	358	33.3	717	66.7	1,075	1	648	421	5		1,065	3	4				3
Mercer	876	29.5	2,089	70.5	2,965	39	1,886	1,018	20	2	2,940	14	7				4
Middlesex	1,991	33.5	3,951	66.5	5,942	81	3,349	2,468	40	4	5,839	39	51				13
Monmouth	1,753	30.7	3,956	69.3	5,709	44	3,591	2,044	22	8	5,648	16	25				20
Morris	1,497	32.8	3,061	67.2	4,558	27	2,646	1,865	18	2	4,519	13	7	4			15
Ocean	1,272	33.8	2,489	66.2	3,761	50	2,596	1,092	19	4	3,724	8	23				6
Passaic	1,261	28.9	3,099	71.1	4,360	33	2,907	1,402	13	5	4,249	36	40				35
Salem	270	33.8	530	66.3	800	15	634	149	2		787	3	10				
Somerset	783	35.7	1,413	64.3	2,196	8	1,273	898	15	2	2,180	3	8	1			4
Sussex	567	36.2	998	63.8	1,565	14	986	559	5	1	1,549	4	7	1			4
Union	1,494	32.2	3,151	67.8	4,645	49	2,517	2,047	28	4	4,595	17	25	1			7
Warren	358	36.3	629	63.7	987	13	684	287	2	1	981	3	1				2
TOTAL	24,140	32.5	50,096	67.5	74,236	776	46,349	26,580	474	57	73,119	406	455	24	3		229
					Percent	1.0	62.4	35.8	0.6	0.1	98.5	0.5	0.6	0.0	0.0		0.3

TABLE VII

SEX, HIGHEST DEGREE HELD AND CERTIFICATE HELD BY EDUCATIONAL SUPPORT SERVICES PERSONNEL EMPLOYED IN THE PUBLIC SCHOOLS OF NEW JERSEY BY COUNTY

SEPTEMBER 30, 1985

COUNTY	SEX				TOTAL NUMBER	NUMBER BY											
	MALE		FEMALE			HIGHEST DEGREE HELD					CERTIFICATE HELD						
	Number	Percent	Number	Percent		None	Bachelors	Masters	Doctors	Other	Regular	Provisional	Emergency	Temporary	Intern	Part-time Voc.	None
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Atlantic	85	24.9	257	75.1	342	7	130	196	3	6	335	4	2				1
Bergen	315	24.8	953	75.2	1,268	13	318	885	48	4	1,251	6	3	1			7
Burlington	135	24.0	428	76.0	563	8	205	334	14	2	557		1				5
Camden	232	27.1	625	72.9	857	11	309	523	12	2	845	2	3				7
Cape May	47	27.6	123	72.4	170	6	77	85	2		163		5				2
Cumberland	69	24.9	208	75.1	277	8	142	119	5	3	270	3	4				
Essex	346	23.1	1,152	76.9	1,498	16	463	900	116	3	1,452	21	11	4			10
Gloucester	90	23.7	289	76.3	379	2	170	201	6		377		2				
Hudson	273	30.6	618	69.4	891	20	342	519	7	3	881	6	1		1		2
Hunterdon	37	21.8	133	78.2	170	3	67	94	4	2	168	1	1				
Mercer	140	23.6	454	76.4	594	10	209	350	23	2	591	1					2
Middlesex	278	26.8	758	73.2	1,036	8	337	655	33	3	1,025	7					4
Monmouth	205	23.3	675	76.7	880	23	269	553	24	11	866	5	3	1			5
Morris	184	23.1	614	76.9	798	22	217	544	14	1	792	1	2				3
Ocean	185	28.6	461	71.4	646	15	240	377	8	6	635	5	5				1
Passaic	193	26.3	541	73.7	734	16	272	430	10	6	708	8	11				7
Salem	34	26.6	94	73.4	128	5	58	65			121	1	5	1			
Somerset	92	25.6	267	74.4	359	1	99	247	12		357	2					
Sussex	54	20.6	208	79.4	262	9	102	147	2	2	255	5	2				
Union	239	26.5	664	73.5	903	6	287	593	14	3	892	3	8				
Warren	41	24.7	125	75.3	166	2	73	84	2	5	164	1		1			
TOTAL	3,274	25.3	9,647	74.7	12,921	211	4,386	7,901	359	64	12,705	82	69	8	1		56
					Percent	1.6	33.9	61.1	2.8	0.5	98.3	0.6	0.5	0.1	0.0		0.4

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE VIII

RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME ADMINISTRATORS AND SUPERVISORS EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY

SEPTEMBER 30, 1985

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		TOTAL Administrators, Supervisors Employed	Minority** Adm./Supv. As % of County Total
	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County	Adm./Supv. Employed	% of Total Adm./Supv. in the County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	180	85.7	28	13.3	2	1.0					210	14.3
Bergen	852	97.6	18	2.1	3	0.3					873	2.4
Burlington	321	91.2	28	8.0	2	0.6	1	0.3			352	8.8
Camden	395	83.2	74	15.6	6	1.3					475	16.8
Cape May	77	95.1	4	4.9							81	4.9
Cumberland	126	85.7	19	12.9	2	1.4					147	14.3
Essex	601	67.8	255	28.8	26	2.9	1	0.1	3	0.3	886	32.2
Gloucester	189	94.5	11	5.5							200	5.5
Hudson	367	85.7	46	10.7	15	3.5					428	14.3
Hunterdon	115	100.0									115	0.0
Mercer	230	78.2	59	20.1	4	1.4			1	0.3	294	21.8
Middlesex	541	93.8	33	5.7	3	0.5					577	6.2
Monmouth	570	94.1	30	5.0	6	1.0					606	5.9
Morris	472	98.3	8	1.7							480	1.7
Ocean	330	99.1	1	0.3	2	0.6					333	0.9
Passaic	320	85.8	48	12.9	5	1.3					373	14.2
Salem	69	92.0	6	8.0							75	8.0
Somerset	230	95.8	9	3.8	1	0.4					240	4.2
Sussex	147	99.3					1	0.7			148	0.7
Union	444	86.0	63	12.2	8	1.6			1	0.2	516	14.0
Warren	90	98.9	1	1.1							91	1.1
TOTAL	6,666	88.9	741	9.9	85	1.1	3	0.0	5	0.1	7,500	11.1

*Not of Hispanic Origin

**Percent of County Minority Enrollment = Columns 4, 6, 8, and 10 divided by Column 12

TABLE IX
RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME CLASSROOM TEACHERS EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1985

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		Classroom Teachers Employed	Minority** Classroom Teachers as % of County Total
	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County	Classroom Teachers Employed	% of Total Classroom Teachers in County		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	1,673	84.5	272	13.7	24	1.2	1	0.1	9	0.5	1,979	15.5
Bergen	7,109	96.3	186	2.5	50	0.7	6	0.1	30	0.4	7,381	3.7
Burlington	3,598	90.7	344	8.7	20	0.5	2	0.1	5	0.1	3,969	9.3
Camden	4,055	81.6	802	16.1	91	1.8	5	0.1	18	0.4	4,971	18.4
Cape May	809	95.9	30	3.6	4	0.5			1	0.1	844	4.1
Cumberland	1,372	89.4	116	7.6	31	2.0	4	0.3	12	0.8	1,535	10.6
Essex	5,174	64.7	2,471	30.9	303	3.8	5	0.1	46	0.6	7,999	35.3
Gloucester	2,153	95.0	105	4.6	4	0.2	1		3	0.1	2,266	5.0
Hudson	3,815	80.7	519	11.0	356	7.5	1		38	0.8	4,729	19.3
Hunterdon	1,064	99.0	4	0.4	2	0.2			5	0.5	1,075	1.0
Mercer	2,366	79.8	542	18.3	45	1.5			12	0.4	2,965	20.2
Middlesex	5,570	93.7	243	4.1	113	1.9	3	0.1	13	0.2	5,942	6.3
Monmouth	5,350	93.7	311	5.4	35	0.6	1		12	0.2	5,709	6.3
Morris	4,454	97.7	70	1.5	23	0.5	1		10	0.2	4,558	2.3
Ocean	3,658	97.3	68	1.8	27	0.7	4	0.1	4	0.1	3,761	2.7
Passaic	3,661	84.0	525	12.0	166	3.8			8	0.2	4,360	16.0
Salem	723	90.4	70	8.8	6	0.8	1	0.1			800	9.6
Somerset	2,120	96.5	65	3.0	6	0.3			5	0.2	2,196	3.5
Sussex	1,556	99.4	4	0.3	3	0.2			2	0.1	1,565	0.6
Union	3,982	85.7	536	11.5	112	2.4			15	0.3	4,645	14.3
Warren	980	99.3	3	0.3	3	0.3			1	0.1	987	0.7
TOTAL	65,242	87.9	7,286	9.8	1,424	1.9	35	0.0	249	0.3	74,236	12.1

*Not of Hispanic Origin

**% County Minority Enrollment = Columns 4, 6, 8 and 10 Divided by Column 12

TABLE X

RACIAL/ETHNIC DISTRIBUTION OF FULL-TIME EDUCATIONAL SUPPORT SERVICES PERSONNEL EMPLOYED IN NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY

SEPTEMBER 30, 1985

COUNTY	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER		Total Ed. Support Services Personnel Employed	Minority** Ed. Support Services per as % of County Total
	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel in County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel in County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel in County	Ed. Support Services Personnel Employed	% of Total Educational Support Ser. Personnel in County	Ed. Support Services Personnel Employed	% of Total Ed. Support Services Personnel Employed		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Atlantic	295	86.3	41	12.0	6	1.8					342	13.7
Bergen	1,220	96.2	43	3.4	3	0.2			2	0.2	1,268	3.8
Burlington	519	92.2	42	7.5	1	0.2			1	0.2	563	7.8
Camden	724	84.5	114	13.3	14	1.6	1	0.1	4	0.5	857	15.5
Cape May	165	97.1	5	2.9							170	2.9
Cumberland	236	85.2	31	11.2	7	2.5	1	0.4	2	0.7	277	14.8
Essex	1,041	69.5	417	27.8	33	2.2	1	0.1	6	0.4	1,498	30.5
Gloucester	358	94.5	21	5.5							379	5.5
Hudson	752	84.4	76	8.5	59	6.6			4	0.4	891	15.6
Hunterdon	169	99.4					1	0.6			170	0.6
Mercer	483	81.3	100	16.8	9	1.5			2	0.3	594	18.7
Middlesex	961	92.8	59	5.7	14	1.4			2	0.2	1,036	7.2
Monmouth	815	92.6	59	6.7	4	0.5			2	0.2	880	7.4
Morris	779	97.6	13	1.6	2	0.3			4	0.5	798	2.4
Ocean	620	96.0	16	2.5	4	0.6	3	0.5	3	0.5	646	4.0
Passaic	640	87.2	59	8.0	32	4.4			3	0.4	734	12.8
Salem	114	89.1	13	10.2	1	0.8					128	10.9
Somerset	344	95.8	12	3.3	1	0.3			2	0.6	359	4.2
Sussex	261	99.6			1	0.4					262	0.4
Union	755	83.6	123	13.6	19	2.1			6	0.7	903	16.4
Warren	166	100.0									166	0.0
TOTAL	11,417	88.4	1,244	9.6	210	1.6	7	0.1	43	0.3	12,921	11.6

*Not of Hispanic Origin

**% County Minority Enrollment = Columns 4, 6, 8 and 10 Divided by Column 12

TABLE XI

AGE DISTRIBUTION: ADMINISTRATORS AND SUPERVISORS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1985

COUNTY	NUMBER IN EACH AGE GROUP								TOTAL
	Not Available	18-25	26-33	34-41	42-49	50-57	58-65	66 and Over	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic			10	48	58	68	26		210
Bergen		2	10	196	254	276	127	8	873
Burlington			6	98	113	98	36	1	352
Camden		1	11	116	176	117	53	1	475
Cape May			4	27	22	19	8	1	81
Cumberland			4	36	36	47	23	1	147
Essex			17	175	249	272	159	14	886
Gloucester			8	57	67	54	13	1	200
Hudson		1	12	104	118	112	70	11	428
Hunterdon			5	40	41	20	9		115
Mercer			4	74	82	86	46	2	294
Middlesex			12	90	189	195	82	9	577
Monmouth		1	9	158	185	179	70	4	606
Morris			8	109	153	148	61	1	480
Ocean			12	91	117	82	28	3	333
Passaic			8	68	117	121	53	6	373
Salem			5	24	16	19	11		75
Somerset			4	50	86	68	31	1	240
Sussex			3	51	52	36	6		148
Union			4	113	148	150	90	11	516
Warren			3	28	26	28	5	1	91
TOTAL		5	159	1,753	2,305	2,195	1,007	76	7,500
Percent in Each Age Group		0.1	2.1	23.4	30.7	29.3	13.4	1.0	

TABLE XII
AGE DISTRIBUTION: CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1985

COUNTY	NUMBER IN EACH AGE GROUP								TOTAL
	Not Available	18-25	26-33	34-41	42-49	50-57	58-65	66 and Over	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic		103	432	711	385	233	109	6	1,979
Bergen		242	997	2,319	1,811	1,354	603	55	7,381
Burlington		144	788	1,428	883	525	195	6	3,969
Camden		176	1,049	1,835	1,015	621	256	19	4,971
Cape May		40	256	295	142	78	32	1	844
Cumberland		46	362	583	302	156	82	4	1,535
Essex		243	1,292	2,716	1,796	1,259	628	65	7,999
Gloucester		120	501	857	451	227	103	7	2,266
Hudson		199	1,157	1,864	756	450	253	50	4,729
Hunterdon		37	222	379	270	127	40		1,075
Mercer		134	612	919	623	426	230	21	2,965
Middlesex		182	938	2,112	1,457	875	347	31	5,942
Monmouth		224	893	2,047	1,369	812	342	22	5,709
Morris		169	694	1,525	1,190	659	298	23	4,558
Ocean		207	809	1,409	788	411	127	10	3,761
Passaic		175	867	1,510	899	607	271	31	4,360
Salem		50	167	273	180	87	39	4	800
Somerset		63	325	722	559	373	142	12	2,196
Sussex		73	312	603	356	178	37	6	1,565
Union		161	885	1,384	1,029	795	358	33	4,645
Warren		46	253	390	166	94	36	2	987
TOTAL		2,834	13,811	25,881	16,427	10,347	4,528	408	74,236
Percent in Each Age Group		3.8	18.6	34.9	22.1	13.9	6.1	0.5	

TABLE XIII

AGE DISTRIBUTION: EDUCATIONAL SUPPORT SERVICES PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1985

COUNTY	NUMBER IN EACH AGE GROUP								TOTAL
	Not Available	18-25	26-33	34-41	42-49	50-57	58-65	66 and Over	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Atlantic		6	57	99	81	60	38	1	342
Bergen		18	92	294	307	348	190	19	1,268
Burlington		6	70	162	141	106	72	6	563
Camden		13	107	275	211	150	92	9	857
Cape May		3	50	49	39	20	8	1	170
Cumberland		6	40	96	64	39	31	1	277
Essex		23	136	387	362	350	213	27	1,498
Gloucester		10	61	116	87	75	30		379
Hudson		23	150	318	159	130	90	21	891
Hunterdon		5	25	54	43	31	10	2	170
Mercer		8	68	156	163	121	73	5	594
Middlesex		13	105	275	284	247	95	17	1,036
Monmouth		15	90	244	215	209	97	10	880
Morris		7	73	193	266	152	102	5	798
Ocean		9	82	229	157	111	53	5	646
Passaic		10	71	195	188	181	83	6	734
Salem		8	17	39	22	25	14	3	128
Somerset		9	33	74	89	93	55	6	359
Sussex		8	34	72	78	48	21	1	262
Union		8	112	219	214	216	125	9	903
Warren		5	30	49	36	28	18		166
TOTAL		213	1,503	3,595	3,206	2,740	1,510	154	12,921
Percent in Each Age Group		1.6	11.6	27.8	24.8	21.2	11.7	1.2	

TABLE XIV
TOTAL EDUCATIONAL EXPERIENCE OF ADMINISTRATORS AND SUPERVISORS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1985

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	1	2		12	20	38	44	59	29	5			210
Bergen	5	12	2	29	103	168	180	195	124	49	5	1	873
Burlington		2	1	13	60	72	82	79	33	10			352
Camden	4	3	1	25	63	112	106	93	55	13			475
Cape May	2		1	4	17	20	14	13	2	7	1		81
Cumberland				5	22	26	33	36	13	9	2	1	147
Essex	4	8	3	28	107	167	197	183	123	51	14	1	886
Gloucester		2		8	32	52	52	35	15	2	1	1	200
Hudson	2	1	2	15	59	100	105	65	53	16	9	1	428
Hunterdon		2		12	16	31	30	10	12	2			115
Mercer	1			5	47	72	58	67	26	12	5	1	294
Middlesex		3		17	52	92	162	150	74	22	5		577
Monmouth	1	6		26	84	131	144	127	69	13	5		606
Morris	2	3		17	63	93	110	107	60	25			480
Ocean		2		13	60	73	96	55	23	10	1		333
Passaic	2	2	2	12	41	68	81	94	43	18	7	3	373
Salem				6	11	25	9	15	5	4			75
Somerset		3		8	24	46	60	56	33	9	1		240
Sussex		3		5	29	37	35	26	12	1			148
Union	2	4	2	17	57	105	103	101	69	49	7		516
Warren		1		4	12	25	23	16	9		1		91
TOTAL	26	59	14	281	979	1,553	1,724	1,582	882	327	64	9	7,500
Percent of State Total	0.3	0.8	0.2	3.7	13.1	20.7	23.0	21.1	11.8	4.4	0.9	0.1	

TABLE XV

TOTAL EDUCATIONAL EXPERIENCE OF CLASSROOM TEACHERS
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY

SEPTEMBER 30, 1985

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	75	175	57	416	484	371	227	119	43	10	2		1,979
Bergen	210	465	174	1,041	1,500	1,845	1,126	629	283	78	24	6	7,381
Burlington	127	300	118	807	903	867	502	248	75	21	1		3,969
Camden	131	487	173	1,048	1,212	972	531	293	98	20	6		4,971
Cape May	52	83	36	223	207	117	68	39	15	4			844
Cumberland	58	102	33	348	417	299	163	72	31	10	2		1,535
Essex	260	592	227	1,281	1,965	1,779	965	586	227	93	20	4	7,999
Gloucester	87	211	79	497	558	416	230	124	50	13	1		2,266
Hudson	146	434	123	1,175	1,241	914	410	184	73	17	11	1	4,729
Hunterdon	24	77	42	224	269	213	140	65	15	6			1,075
Mercer	92	294	102	624	661	530	326	223	85	22	5	1	2,965
Middlesex	146	402	154	966	1,289	1,493	905	427	122	32	5	1	5,942
Monmouth	179	489	155	1,006	1,365	1,274	704	392	115	25	4	1	5,709
Morris	99	333	130	779	1,081	1,051	646	292	123	19	5		4,558
Ocean	143	375	132	817	987	670	400	173	48	16			3,761
Passaic	129	409	132	960	972	890	495	252	88	27	6		4,360
Salem	33	95	35	140	180	158	87	36	25	10	1		800
Somerset	39	127	55	348	464	568	335	176	65	18	1		2,196
Sussex	56	135	64	364	402	288	174	66	13	3			1,565
Union	173	412	145	894	884	946	590	389	160	41	11		4,645
Warren	25	87	28	253	233	204	92	50	12	3			987
TOTAL	2,284	6,084	2,194	14,211	17,274	15,865	9,116	4,835	1,766	488	105	14	74,236
Percent of State Total	3.1	8.2	3.0	19.1	23.3	21.4	12.3	6.5	2.4	0.7	0.1	0.0	

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XVI
TOTAL EDUCATIONAL EXPERIENCE OF EDUCATIONAL SUPPORT PERSONNEL
NEW JERSEY PUBLIC SCHOOL DISTRICTS BY COUNTY
SEPTEMBER 30, 1985

COUNTY	TOTAL YEARS OF EXPERIENCE												TOTAL
	UNDER 1 YEAR	1-3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45 AND OVER	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Atlantic	10	31	8	67	84	64	48	17	9	3	1		342
Bergen	30	79	31	180	271	268	189	127	68	20	5		1,268
Burlington	18	41	18	104	126	112	67	52	15	8	2		563
Camden	21	74	23	158	213	161	112	57	31	7			857
Cape May	6	16	4	52	45	31	7	5	3	1			170
Cumberland	7	25	4	47	80	58	30	18	6	2			277
Essex	41	97	45	200	315	342	206	147	70	26	7	2	1,498
Gloucester	17	38	10	72	91	65	46	32	7		1		379
Hudson	18	53	20	198	203	206	94	55	30	11	2	1	891
Hunterdon	4	14	6	42	41	29	13	15	4	2			170
Mercer	14	46	18	98	138	121	80	49	21	9			594
Middlesex	28	53	23	168	222	243	176	99	18	6			1,036
Monmouth	19	75	23	161	188	186	126	75	20	5	2		880
Morris	17	55	14	157	165	180	137	42	24	5	1	1	798
Ocean	16	37	23	120	178	132	85	36	12	7			646
Passaic	21	38	18	106	194	162	103	58	25	7	2		734
Salem	6	17	3	22	30	20	10	12	4	3	1		128
Somerset	5	22	8	58	69	76	67	36	9	8	1		359
Sussex	10	26	12	56	57	56	22	19	3	1			262
Union	22	53	22	182	155	193	135	82	45	12	2		903
Warren	6	14	4	29	51	30	15	10	5	1	1		166
TOTAL	336	904	337	2,277	2,916	2,735	1,768	1,043	429	144	28	4	12,921
Percent of State Total	2.6	7.0	2.6	17.6	22.6	21.2	13.7	8.1	3.3	1.1	0.2	0.0	

TABLE XVII

CERTIFICATED PERSONNEL ENTERING AND LEAVING NEW JERSEY PUBLIC SCHOOLS BY COUNTY AND POSITION

OCTOBER 1, 1984 TO SEPTEMBER 30, 1985

COUNTY	ADMINISTRATORS & SUPERVISORS		CLASSROOM TEACHERS		EDUCATIONAL SUPPORT SERVICES		TOTAL	
	ENTERING	LEAVING	ENTERING	LEAVING	ENTERING	LEAVING	ENTERING	LEAVING
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Atlantic	22	25	309	265	73	60	404	350
Bergen	96	112	914	910	157	143	1,167	1,166
Burlington	28	33	535	485	87	71	650	589
Camden	47	43	677	613	126	94	850	750
Cape May	13	11	117	84	24	18	154	113
Cumberland	16	13	186	184	29	31	231	228
Essex	100	119	1,198	1,244	306	223	1,604	1,586
Gloucester	21	28	287	252	63	35	371	315
Hudson	70	59	624	559	119	71	813	689
Hunterdon	14	8	124	121	25	20	163	150
Mercer	32	34	462	398	88	59	582	491
Middlesex	30	57	806	756	150	155	986	968
Monmouth	72	71	800	650	140	107	1,012	828
Morris	55	52	607	602	95	86	757	740
Ocean	54	51	498	393	118	91	670	535
Passaic	54	48	671	672	95	105	820	825
Salem	11	12	128	117	20	14	159	143
Somerset	19	23	261	283	42	43	322	349
Sussex	15	17	225	179	40	36	280	233
Union	49	51	695	687	120	135	864	873
Warren	7	5	117	108	20	19	144	132
TOTAL	825	872	10,241	9,562	1,937	1,616	13,003	12,053

NEW JERSEY STATE DEPARTMENT OF EDUCATION/IRM

TABLE XVIII
NUMBER OF FULL-TIME CLASSROOM TEACHERS EMPLOYED BY
POSITION (SUBJECT) ASSIGNMENT FOR SCHOOL YEAR 1985-86

SEPTEMBER 30, 1985

COUNTY	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Languages	Health & Phys. Ed.	Home Economics	Industrial Arts	Math	Music	Science	Social Studies	Special Education	Vocational	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	786		47	49	181	34	130	34	49	115	53	85	99	267	50	1,979
Bergen	2,539	6	208	176	790	297	559	101	176	524	288	464	429	698	126	7,381
Burlington	1,533	3	95	106	380	99	272	52	91	261	134	214	189	445	95	3,969
Camden	1,740		115	121	550	119	335	87	104	339	149	268	273	598	173	4,971
Cape May	265		19	30	88	16	62	17	18	67	25	42	42	113	40	844
Cumberland	564		35	37	197	27	99	26	41	85	41	75	71	179	58	1,535
Essex	3,275	1	210	204	911	210	530	136	183	469	261	372	366	768	103	7,999
Gloucester	795		58	65	237	49	165	43	63	147	79	131	129	252	53	2,266
Hudson	1,986	8	101	154	658	84	272	93	107	223	116	180	168	486	93	4,729
Hunterdon	432		23	23	102	32	86	13	22	82	35	62	56	89	18	1,075
Mercer	917		72	81	360	92	225	43	76	254	120	154	163	353	55	2,965
Middlesex	1,974	4	139	140	647	176	472	100	155	419	217	351	351	627	170	5,942
Monmouth	2,096	5	144	137	580	170	421	86	152	393	180	341	337	564	103	5,709
Morris	1,485	4	130	113	496	180	321	74	126	355	199	300	291	418	66	4,558
Ocean	1,341		115	101	337	94	299	64	115	245	130	171	206	482	61	3,761
Passaic	1,909	16	110	108	469	93	285	84	121	249	122	181	194	347	72	4,360
Salem	314		16	22	72	16	52	17	23	50	27	37	38	91	25	800
Somerset	701		55	60	243	89	178	33	64	178	87	150	134	200	24	2,196
Sussex	559		40	33	150	40	125	26	40	103	55	91	80	179	44	1,565
Union	1,494		115	118	576	150	346	79	119	349	178	259	271	498	93	4,645
Warren	371		24	21	97	20	72	14	22	66	28	57	54	119	22	987
TOTAL	27,076	47	1,871	1,899	8,121	2,087	5,306	1,222	1,867	4,973	2,524	3,985	3,941	7,773	1,544	74,236

TABLE XIX
NUMBER OF FULL-TIME BEGINNING* AND REENTERING** CLASSROOM TEACHERS
POSITION (SUBJECT) ASSIGNMENT FOR SCHOOL YEAR 1985-86

SEPTEMBER 30, 1985

COUNTY	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Lang.	Health and Physical Ed.	Home Economics	Industrial Arts	Math	Music	Science	Social Studies	Special Education	Vocational	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	53		3	5	10	2	10	1	3	7	4	6	6	26	5	141
Bergen	105	4	7	3	24	14	17	4		25	10	27	20	78	10	348
Burlington	86	1	1		17	6	9	3	3	14	6	17	3	68	11	245
Camden	83		4	4	41	11	18	6	3	26	7	13	14	54	8	292
Cape may	17			1	8	1	7	2	1	3		2	3	11	6	62
Cumberland	15		4		12	1	4	2	1	5	2	1	2	22	4	75
Essex	151	1	13	11	54	13	13	4	2	24	8	16	12	71	13	406
Gloucester	32		2	4	22	2	7	2		4	6	10	4	29	9	133
Hudson	63	3	2	6	30	5	11	1	2	15	4	5	3	50	1	201
Hunterdon	30				4	2				4	2	5		8		55
Mercer	74		2	6	20	6	8	4		17	4	13	4	30	2	190
Middlesex	88	3	3	7	27	5	10	2	5	20	5	11	6	53	16	261
Monmouth	90	2	8	5	36	13	29	5	8	23	7	26	12	49	7	320
Morris	54	2	5	2	15	17	12	2	3	13	6	19	10	35	3	198
Ocean	67		9	7	22	7	17	1	7	9	8	9	8	46	5	222
Passaic	86	4	5	5	26	9	9	2	2	20	6	12	8	29	4	227
Salem	16		1	3	6	3	1	2	3	1	2	3	2	14	7	64
Somerset	31		1	3	3	3	3	1	1	6	2	8	2	11	1	76
Sussex	35		1	1	8	1	5		4	11	3	8	5	18	2	102
Union	69		4	10	37	5	10	4	2	15	8	14	7	51	8	244
Warren	17				4	1	5			5	3	3		11	2	51
TOTAL	1,262	20	75	83	426	127	205	48	50	267	103	228	131	764	124	3,913

*Beginning = No Previous Experience
**Reentering = Former Teachers Reentering

TABLE XX
NUMBER OF FULL-TIME CLASSROOM TEACHER SEPARATIONS*
DURING SCHOOL YEARS 1984-85 AND SUMMER OF 1985

SEPTEMBER 30, 1985

COUNTY	Elementary	Perm. Second. Subs.	Art	Business	English	Foreign Lang.	Health and Physical Ed.	Home Economics	Industrial Arts	Math	Music	Science	Social Studies	Special Education	Vocational	TOTAL
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
Atlantic	22		2	4	11		1	3	3	6	6	1	3	14	3	79
Bergen	110	1	7	10	34	11	17	13	7	28	16	29	15	36	6	340
Burlington	55	2	5	3	14	4	13	3	5	11	7	13	12	29	12	188
Camden	62		4	10	25	5	11	3	8	21	5	15	13	19	9	210
Cape May	10		1	1	3	1	3	2	3	2	1	1	2	5	8	43
Cumberland	19		3		8	3	2	1	2	8	1		3	13	1	64
Essex	122		13	10	48	21	26	10	14	25	15	17	15	40	12	388
Gloucester	26			3	9	3	7		5	8	8	10	1	14	3	97
Hudson	37		4	11	19	6	9	4	8	8	3	3	5	19	4	140
Hunterdon	26			1	1		2	2	1	4	2	5	2	5	2	53
Mercer	35		2	3	18	6	7	3	6	17	4	16	3	12	3	135
Middlesex	65	2	5	12	29	12	20	7	16	19	7	7	10	23	16	250
Monmouth	68		1	7	21	8	18	5	8	16	7	18	15	24	5	221
Morris	52		8	8	25	14	20	5	11	16	16	13	11	16	4	219
Ocean	31		3	7	17	4	9	4	2	11	7	6	6	19	4	130
Passaic	66	2	4	3	27	5	8	5	8	17	6	8	8	21	4	192
Salem	11		2	4	3	1	1	2		1	2	2	1	8	7	45
Somerset	25		2	3	11	5	10	5	4	13	8	4	11	13	2	116
Sussex	26	1	2	3	7	3	5		3	6	2	3	4	9	4	78
Union	66		8	10	45	13	12	6	11	24	7	21	15	39	7	284
Warren	9	1		1	7	1	1			2	4	2	3	7	2	40
TOTAL	943	9	76	114	382	126	202	83	125	263	134	194	158	385	118	3,312

*Separations = Departures from Teaching Duties

SECTION II

NON-CERTIFICATED STAFF INFORMATION

NON-CERTIFICATED STAFF

This section contains three tables reporting data on the personnel employed in public elementary and secondary education in assignments which do not require a State Board of Education issued certificate to hold that position. The tables provide data by support services assignment areas, the racial/ethnic and sex distribution of both full-time and part-time, and reports the distribution of the full-time non-certificated personnel by county.

TABLE XXI: FULL-TIME AND PART-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED BY RACIAL/ETHNIC DISTRIBUTION, SEX AND ASSIGNMENT. This is a composite table which reports the number of individuals employed in full-time and part-time non-certificated support services positions. There were a total of 54,694 persons employed in support services in New Jersey public elementary and secondary education. Of this total, more than three-quarters (78.6%) were employed full-time; slightly more than two-thirds (68.8%) were female; and one-fifth (20.3%) were minority.

TABLE XXII: FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED BY COUNTY, ASSIGNMENT AND SEX. In the 1985-86 school year, there were 42,981 non-certificated support services personnel employed in public elementary and secondary local education agencies. Of this total, 90.4% or 38,854 were employed in the assignments of service worker, secretarial/clerical and teacher aide. The largest number, 20,256 or 47.1%, were in service work assignments with the next largest number, 11,173 or 26%, report in secretarial/clerical assignments. The smallest number, 894 or 2.1%, were reported in professional assignments.

TABLE XXIII: RACIAL/ETHNIC DISTRIBUTION AND SEX BY COUNTY OF FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED. Of the total 42,981 full-time non-certificated support services staff employed, 22.0% or 9,467 were minority. Of the full-time non-certificated support services staff employed, 17.9% or 7,687 were black, 1,591 or 3.7% were Hispanic and 189 or 0.4% were other minorities.

Of the total assignments, 27,862 or 64.8% were reported as being held by females and 15,119 or 35.2% were held by males.

COMPARISON OF SELECTED NON-CERTIFICATED STAFF DATA

TERM	1983-84	1984-85	1985-86
TOTAL Full-Time Non-Certificated Staff	41,591	41,780	42,981
Racial/Ethnic Distribution			
White	33,408	33,137	33,514
Black	6,901	7,182	7,687
Hispanic	1,154	1,315	1,591
American Indian/ Alaskan Native and Asian or Pacific Islander	128	128	189
Sex			
Female	26,504	26,751	27,862
Male	15,087	15,029	15,119

TABLE XXI

FULL-TIME, PART-TIME INCLUDING NEW HIRES NON-CERTIFICATED SUPPORT SERVICES STAFF BY ASSIGNMENT, RACIAL/ETHNIC DISTRIBUTION AND SEX

SEPTEMBER 30, 1985

ASSIGNMENT	RACIAL/ETHNIC DISTRIBUTION AND SEX										TOTAL MALE	TOTAL FEMALE	GRAND TOTAL
	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER				
	M	F	M	F	M	F	M	F	M	F			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
A. FULL-TIME													
Professional	471	306	50	46	7	4	6	3	1		535	359	894
Teacher Aides	149	4,794	142	1,787	35	472	10	29		7	336	7,089	7,425
Technicians	153	218	54	66	3	5	3				213	289	502
Clerical/Secretarial	197	9,664	42	992	17	231	5	20	1	4	262	10,911	11,173
Service Workers	8,420	6,889	2,302	1,842	483	232	48	24	10	6	11,263	8,993	20,256
Skilled Crafts	1,411	39	135	14	30		2		1		1,579	53	1,632
Labor Unskilled	698	105	166	49	58	14	8		1		931	168	1,099
TOTAL FULL-TIME	11,499	22,015	2,891	4,796	633	958	82	76	14	17	15,119	27,862	42,981
B. PART-TIME													
Professional	693	248	22	17	6	7	19	14	2	2	742	288	1,030
Non-Professional	968	8,170	179	1,079	41	215	8	18		5	1,196	9,487	10,683
TOTAL PART-TIME	1,661	8,418	201	1,096	47	222	27	32	2	7	1,938	9,775	11,713
TOTAL NON-CERTIFICATED (A+B)	13,160	30,433	3,092	5,892	680	1,180	109	108	16	24	17,057	37,637	54,694
C. NEW HIRES (July thru Sept)													
Professional	35	78	6	11	3	3		1			44	93	137
Non-Professional	507	1,424	143	295	55	76	11	8	2	1	718	1,804	2,522
TOTAL NEW HIRES	542	1,502	149	306	58	79	11	9	2	1	762	1,897	2,659

*NOT OF HISPANIC ORIGIN

TABLE XXII
FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED BY COUNTY, ASSIGNMENT AND SEX

SEPTEMBER 30, 1985

COUNTY	BY ASSIGNMENT AND SEX														TOTAL FULL-TIME NON-CERTIFICATED STAFF
	PROFESSIONAL		TEACHER AIDES		TECHNICIANS		CLERCIAL/ SECRETARIAL		SERVICE WORKERS		SKILLED CRAFTS		LABORERS UNSKILLED		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Atlantic	28	19	2	137	5	6	6	301	303	366	48		4		1,225
Bergen	45	36	14	371	19	22	30	1,150	1,103	272	146	12	155	13	3,388
Burlington	25	28	22	528	12	23	3	616	617	826	72	2	70	15	2,859
Camden	15	16	47	904	19	22	18	716	745	700	98	8	117	22	3,447
Cape May	3	9	14	99		1		148	144	173	5	4	10	1	611
Cumberland	10	11	4	229		2	2	230	259	302	16		11	4	1,080
Essex	115	64	79	1,023	53	65	23	1,123	1,393	1,243	238	2	60	14	5,495
Gloucester	9	12	17	216	5	3		334	269	401	54	3	35	6	1,364
Hudson	63	13	25	526	16	16	25	617	621	451	147	15	104	25	2,664
Hunterdon	3	8	1	72	2	1		148	138	147	4		1		525
Mercer	29	22	29	487	15	11	8	501	452	427	99		25	21	2,126
Middlesex	38	11	5	474	11	27	27	831	715	428	116		83	15	2,781
Monmouth	38	34	18	325	17	42	25	748	886	553	97		24	4	2,811
Morris	19	19	11	238	8	6	9	671	711	578	76	1	32	1	2,380
Ocean	27	12	9	381	4	12	2	701	699	800	99	1	71	14	2,832
Passaic	22	6	24	287	3	2	73	532	710	576	66	4	58	5	2,368
Salem	5	4	6	77		2	3	114	87	116	10		26	3	453
Somerset	8	11	2	153	3	3	1	336	316	200	56	1	13		1,103
Sussex	6	7	2	141	2	4	2	212	206	120	16		4	1	723
Union	25	15	5	335	19	19	5	750	784	269	109		18	1	2,354
Warren	2	2		86				132	105	45	7		10	3	392
TOTAL	535	359	336	7,089	213	289	262	10,911	11,263	8,993	1,579	53	931	168	42,981

TABLE XXIII
RACIAL/ETHNIC DISTRIBUTION AND SEX BY COUNTY OF FULL-TIME NON-CERTIFICATED SUPPORT SERVICES STAFF EMPLOYED

SEPTEMBER 30, 1986

COUNTY	RACIAL/ETHNIC DISTRIBUTION AND SEX										TOTAL MALE	TOTAL FEMALE	GRAND TOTAL	PERCENT MINORITY
	WHITE*		BLACK*		HISPANIC		AMERICAN INDIAN/ ALASKAN NATIVE		ASIAN OR PACIFIC ISLANDER					
	M	F	M	F	M	F	M	F	M	F				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
Atlantic	269	665	119	144	7	17			1	3	396	829	1,225	23.8
Bergen	1,341	1,777	114	76	49	16	4	1	4	6	1,512	1,876	3,388	8.0
Burlington	657	1,847	150	163	11	18			3	10	821	2,038	2,859	12.4
Camden	661	1,694	303	571	90	118	2	1	3	4	1,059	2,388	3,447	31.6
Cape May	148	402	25	31	1	1			2	1	176	435	611	10.0
Cumberland	204	667	42	61	56	42		4		4	302	778	1,080	19.4
Essex	918	1,269	949	2,106	78	151	2	1	14	7	1,961	3,534	5,495	60.2
Gloucester	332	914	53	58	4	3					389	975	1,364	8.6
Hudson	792	1,139	124	309	81	213	1		3	2	1,001	1,663	2,664	27.6
Hunterdon	145	372	2	1	2	1		2			149	376	525	1.6
Mercer	461	1,027	181	405	12	36			3	1	657	1,469	2,126	30.0
Middlesex	876	1,608	83	98	31	76	2		3	4	995	1,786	2,781	10.6
Monmouth	914	1,531	171	148	18	23			2	4	1,105	1,706	2,811	13.0
Morris	787	1,474	55	24	21	11	1	1	2	4	866	1,514	2,380	5.0
Ocean	854	1,861	41	35	16	23		1		1	911	1,921	2,832	4.2
Passaic	714	1,003	138	228	84	156	2	4	18	21	956	1,412	2,368	27.4
Salem	97	286	38	29					2	1	137	316	453	15.4
Somerset	321	671	51	29	13	3			14	1	399	704	1,103	10.0
Sussex	234	484			3			1	1		238	485	723	0.6
Union	655	1,060	250	279	54	48			6	2	965	1,389	2,354	27.2
Warren	119	264	2	1	2	2		1	1		124	268	392	2.2
TOTAL	11,499	22,015	2,891	4,796	633	958	14	17	82	76	15,119	27,862	42,981	22.0

*Not of Hispanic Origin

GLOSSARY

Assignment: The specific group of activities for which a staff member has been given responsibility.

Business or Secretarial School: A non-degree granting, post-secondary institution offering courses of varying length in preparation for technical business occupations.

Certificate: The legal document giving authorization, from the New Jersey State Board of Examiners, to perform the services to which the person is assigned.

Clerical/Secretarial Staff: Staff members in full-time positions requiring skills and training in all clerical-type work including activities such as preparing, transcribing, systematizing or preserving written communicatons and reports of operating such mechanical equipment as bookkeeping machines, typewriters and tabulating machines. Include bookkeeping, messengers, office machines operators, clerk-typists, stenographers, secretaries, hearing reporters, statistical clerks, dispatchers, payroll clerks and kindred workers.

College (four-year): A post-secondary institution offering a four-year curriculum and empowered to confer a bachelor's degree.

Degree: A title conferred by an approved college or university as official recognition for the completion of a course of study. (Only the highest degree conferred should be used in this report.)

Entering: The source from which a staff member new to the school or district was recruited.

Experience: Whole year of professional, educational employment (excluding current year) in a public school, college or university.

Full-Time: The period of time in each day required for full-time certificated staff employment shall be the number of hours prescribed by the local board of education, but shall be not less than (4) clock hours.

Full-Time Equivalent: The amount of time for a less-than-full-time activity divided by the amount of time normally required for a corresponding full-time activity.

Laborers: Staff members in full-time positions performing manual labor and not classified in another activity assignment classification.

Leaving: The relocation of a staff member from the site reported in the previous year.

New Hires: Refers to persons who were hired for the first time or after a break in service for full-time employment in the district and who appear on the payroll for the first time between July 1 and October 1. DO NOT COUNT PERSONNEL RETURNING FROM OFFICIAL LEAVES OF ABSENCE GRANTED BY THE DISTRICT.

Non-Certificated Professional Staff: Staff members in full-time positions for which a certificate issued by the State Board of Examiners is not required for the performance of professional services in the school or district. Includes persons engaged in administration such as accountants and attorneys, in health services such as doctors, dentists and psychiatrists, in facilities planning and operation such as architects and engineers.

Part-Time: A certificated staff member whose total current assignments require less than his or her full-time services. A part-time staff member may be employed full-time for part of the school or academic year or part-time for part or all of the school or academic year.

Racial/Ethnic Groups: A staff member may be included in the group to which he or she appears to belong, identifies with, or is regarded as belonging to in the community. However, no person should be counted in more than one racial/ethnic category. The categories are: white, Not of Hispanic Origin; black, Not of Hispanic Origin; Hispanic, American Indian or Alaskan Native and Asian or Pacific Islander.

Rate: The total hourly, daily, weekly, or monthly wage, to be paid for services rendered.

Salary: The total amount, specified by contract, to be paid for services rendered.

School Year: The school year begins on July 1 and ends on June 30.

Social Security Number: The unique identification number assigned to a person by the Social Security Administration.

Service Workers: Staff members in full-time positions performing paraprofessional services in cafeteria, maintenance, transportation, etc. Include paraprofessionals and non-supervisory personnel in cafeteria and transportation work, custodial workers with the responsibility for cleanliness of buildings, maintaining and operating equipment such as heating and ventilating systems; preserving the security of school property and keeping the school plant safe for occupancy and use.

Skilled Crafts: Staff members in full-time positions performing jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics, carpenters, electricians, plumbers, heavy equipment operators, stationary engineers, skilled machinery operators, compositors, typesetters and kindred workers.

Teacher Aides: Staff members in full-time positions performing assigned activities which assist a staff member to perform professional-educational-teaching assignments. Includes persons such as teacher aides, library aides, playground aides, guidance aides, etc.

Technicians: Staff members in full-time positions requiring a combination of knowledge and manual skill which can be obtained through approximately two years of post-high school education, such as is offered in many technical institutes, junior colleges and/or through equivalent on-the-job training. Includes computer programmers and operators, film inspectors, projectionist, graphic artists, draftsmen, technicians (medical and dental) and similar occupations which cannot be properly classified in other activity assignments.

APPENDIX

(SURVEY INSTRUMENTS USED TO COLLECT STAFF DATA)

MISC06100386

FALL REPORT 1985

REPORT OF CERTIFICATED STAFF EMPLOYED

STATE OF NEW JERSEY - DEPARTMENT OF EDUCATION
Division of Administration
Office of Information Resources Management

CO CODE _____ COUNTY _____ DIST CODE _____ DISTRICT _____ SCHOOL CODE _____ SCHOOL _____ TYPE _____ PAGE NO. _____ SEPTEMBER 30, 1985

SOCIAL SECURITY NUMBER	NAME			SEX AND RACE	YEAR OF BIRTH	EDUCATION		EXPERIENCE				CONTRACT RATE OR SALARY	TYPE OF CERTIFICATE HELD	ASSIGNMENTS		MOBILITY		FEDERAL PROGRAM CODES	REMARKS
	LAST	FIRST	MIDDLE INITIAL			DEGREE	CREDITS	THIS SCHOOL	THIS DISTRICT	NEW JERSEY	TOTAL			ALL JOB CODES	FULL TIME EQUIV	Entering	Leaving		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)

NEW JERSEY STATE DEPARTMENT OF EDUCATION
DIVISION OF ADMINISTRATION/IRM

MISC070060686 41

REPORT OF NON–CERTIFICATED SUPPORT SERVICES PERSONNEL

FALL REPORT 1985 **SEPTEMBER 30, 1985**

County: _____ CODE District: _____ CODE

School: _____ CODE Type: CODE

ACTIVITY ASSIGNMENT CLASSIFICATION	OVERALL TOTALS (SUM OF COL. B THRU K)	STAFF TOTALS									
		MALE					FEMALE				
		WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN OR PACIFIC ISLANDER	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	AMERICAN INDIAN/ ALASKAN NATIVE	ASIAN OR PACIFIC ISLANDER
	A	B	C	D	E	F	G	H	I	J	K
A. FULL–TIME STAFF											
1. Non-Certificated Professional Staff											
2. Teacher Aides											
3. Technicians											
4. Clerical/ Secretarial Staff											
5. Services Workers											
6. Skilled Crafts											
7. Laborers, Unskilled											
8. TOTAL (1-7)											
B. PART–TIME STAFF											
9. Non-Certificated Professional Staff											
10. All-Other Non-Certificated Staff											
11. TOTAL (9-10)											
C. NEW HIRES (JULY THRU SEPT. OF THE SURVEY YEAR)											
12. Non-Certificated Professional Staff											
13. Non-Professional Staff											
14. TOTAL (12-13)											

CERTIFICATION: I certify that the information given in this report is correct and true to the best of my knowledge and was prepared in accordance with accompanying instructions. Willfully false statements on this report are punishable by law, U. S. Code, Title 18, Section 1001.

Date	Telephone of Person Responding	Signature: Person Responsible for Preparing this Report
Date	Signature: Chief School Administrator	Date Signature: County Superintendent

Copy Distribution: 1. WHITE - State Copy 2. CANARY - County Copy
3. PINK - District Copy 4. GOLDENROD - School Copy

TO USERS OF VITAL EDUCATIONAL STATISTICS PUBLICATIONS

SPECIAL NOTICE

The Office of Information Resources Management requests your feedback to determine how this publication can be made of greater value to you in the future. Comments either as suggestions, recommendations or criticism, will be most welcome and will be reviewed in the planning process for the 1986-87 edition. For your convenience, an evaluation form, self-addressed to IRM, is under this request.

Thank you for your help.

New Jersey Department of Education
Division of Administration
Information Resources Management

CUT ON DOTTED LINE

PUBLICATION EVALUATION

Name_____ Position_____

Street_____ State_____ Zip_____

City_____

Publication Year & Title_____

Section No._____ Page(s)_____

Comments:_____

_____

_____

_____

PUBLICATION EVALUATION

Name_____ Position_____

Street_____ State_____ Zip_____

City_____

Publication Year & Title_____

Section No._____ Page(s)_____

Comments:_____

_____

_____

_____